Book	Policy Manual
Section	4000 - Personnel Certified/Non-Certified
Title	Return to Work Program
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RETURN TO WORK PROGRAM

It is the policy of the Colchester Board of Education to facilitate the return to work of employees on Workers' Compensation Leave in accordance with applicable law.

The District will maintain ongoing communication with the employee, medical provider(s), and the Worker's Compensation insurance carrier throughout the duration of the employee's leave. The Superintendent or his/her designee will regularly request medical updates on the return to work status of any employee on Workers' Compensation leave.

When the employee's medical provider has indicated the employee is able to return to work, the Board/District will require a medical assessment with the following components:

1. Assessment of employee's ability to perform essential functions of his/her job (physically and mentally)
2. Availability of a position for the employee to return to work.
3. Availability of temporary light duty work in the employee's position, if necessary or requested (the Board is not required to provide light duty assignments but may do so if the work is available)

The District may also request an independent second medical opinion as to the employee's fitness for duty and return to work, and/or a formal hearing regarding an employee's status.

On a case-by-case basis, it may be necessary to evaluate the need for the provision of a "reasonable accommodation" for an employee if it is determined the employee has a covered disability under the Americans with Disabilities Act. Reasonable accommodations, without undue hardship to the Board/District, may include, but not be limited to:

1. Extending his/her leave, either paid or unpaid
2. Restructuring a job
3. Reassignment to another vacant position
4. Part-time or modified work schedule

The District will make every reasonable effort to hold the position for the employee on Workers' Compensation Leave in concert with a projected return to work date provided by the treating physician with a specified prognosis for return. However, the District will not be required to hold a position indefinitely.

Recommend striking due to this being in regulation and law - not purview of the Board